



## **REINVENTION LABORATORY**

**LEANTHA SUMPTER  
REINVENTION LAB MANAGER  
FEBRUARY 1996**



# **NAVAIR A REINVENTION LABORATORY**

**(JUNE 1995 – JUNE 1997)**

---

3/15/96  
AIR-1.1

**A LABORATORY DESIGNATION GRANTED TO  
DoD-WIDE SYSTEMS OR A MAJOR DoD ACTIVITY  
WHICH FOSTERS EXCELLENCE BY INTEGRATING  
THE FOUR GUIDING PRINCIPLES OF THE  
NATIONAL PERFORMANCE REVIEW (NPR),  
THROUGHOUT ITS ORGANIZATION.**

**FOUR GUIDING PRINCIPLES OF  
THE NATIONAL PERFORMANCE REVIEW**

- (1) CUTTING BACK TO BASICS**
- (2) PUTTING CUSTOMERS FIRST**
- (3) CUTTING RED TAPE**
- (4) EMPOWERING EMPLOYEES**



## CONCEPT OF OPERATIONS NAVAIR - A REINVENTION LABORATORY

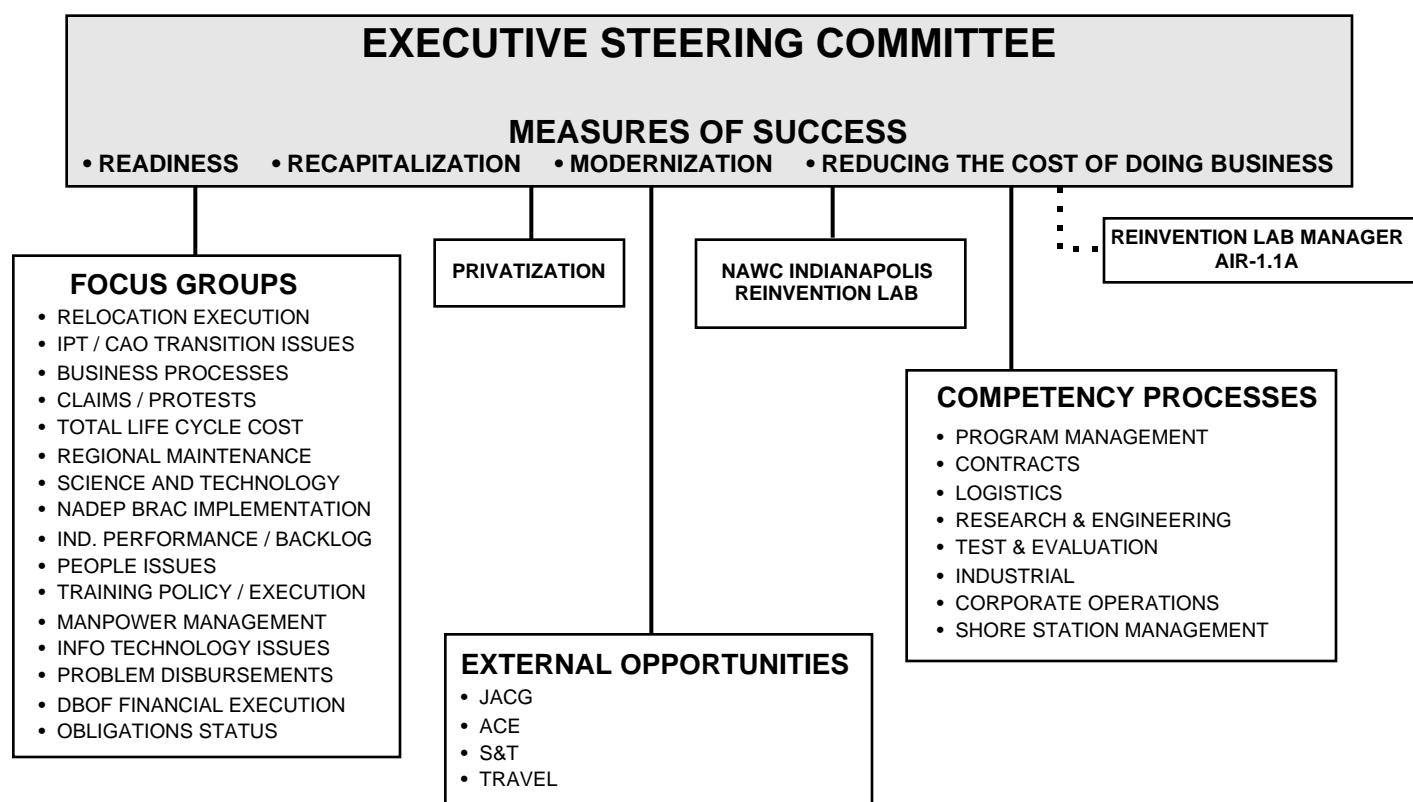
- THE ESC WILL BE THE REINVENTION LAB FORUM FOR COORDINATING MAJOR INITIATIVES
- COMPETENCIES AND PROGRAM TEAMS SHOULD FACILITATE GRASS ROOTS REINVENTION EFFORTS AS SHOULD THE TEAM AS A WHOLE
- ENCOURAGE INDUSTRY INVOLVEMENT THROUGH THE PARTNERSHIP STRATEGY AND LIAISON WITH DCMC
- BUILD ON EXTERNAL INITIATIVES
  - JACG
  - ACQUISITION CENTER OF EXCELLENCE (ACE)
  - EXTERNAL DOD REINVENTION DESIGNATIONS (S&T / TRAVEL)

**SECNAV ENDORSED THE NAVAIR TEAM AS A LABORATORY  
BASED ON THE ENVIRONMENT CREATED BY ACTIVE  
RESTRUCTURING INTO A CAO ORGANIZATION  
*LET'S TAKE ADVANTAGE OF IT!***



# TEAM REINVENTION FORUM (MAJOR INITIATIVES)

3/15/96  
AIR-1.1





## NEAR TERM APPROACH

---

- **REINVENTION LABORATORY MANAGER DESIGNATED**
  - ESTABLISHED UNDER THE NAVAIR ACQUISITION EXECUTIVE
  - SUFFICIENT VISIBILITY TO BOTH COMPETENCY AND IPT OPERATIONS
  - FOCUSING ON TEAM-WIDE ISSUES
- **ESTABLISH WAIVER PROCESS**
- **COMPETENCIES, PEOs, & NAWCs EACH DESIGNATE REINVENTION LEADERS**
- **IDENTIFY REINVENTION INITIATIVES AND TEAM STRATEGY**

**LEVERAGE OFF OF ONGOING CAO / IPT INITIATIVES**



## ROLE OF DESIGNATED REINVENTION MANAGER

- **DESIGNATED REINVENTION MANAGER WILL**
  - ORGANIZE INFORMATION STRATEGY
  - FACILITATE WAIVER REQUESTS
  - PUBLICIZE RESULTS
  - EXTERNAL COORDINATION / COMMUNICATION WITH NAVY / DOD AND DCMC LAB EFFORTS
  - INTERNAL COORDINATION AND COMMUNICATION OF NAVAIR REINVENTION EFFORTS

**REINVENTION LEADERSHIP PROVIDED BY THE FOCUS GROUPS, COMPETENCIES AND EXTERNAL INITIATIVE LEADERS WILL DETERMINE OUR FUTURE SUCCESS BY CREATING AND PROMOTING A CULTURE FOR CHANGE**



## INTERNAL COMMUNICATION / COORDINATION STRATEGY

---

3/15/96  
AIR-1.1

- **1.0 AND 7.0 ARE DEVELOPING A NAVAIR HOMEPAGE TO COMMUNICATE ACQUISITION REFORM INFORMATION WHICH MAY BE EXPANDED FOR REINVENTION PURPOSES**
- **REINVENTION LAB MANAGER WILL:**
  - ATTEND AIR-00 FOCUS GROUP BRIEFS FOR INFORMATION
  - ATTEND RLC-VTCs QUARTERLY FOR INFORMATION ON S&T
  - MEET QUARTERLY WITH INDIANAPOLIS AND TRAVEL REP FOR COORDINATION
  - ORGANIZE “TQM STAFF” TO PROVIDE FACILITATORS TO COMPETENCIES
  - ENCOURAGE A REINVENTION FORUM BETWEEN COMPETENCIES WHERE APPROPRIATE
  - BRIEF AIR-00 AS PART OF THE BUSINESS PROCESS FOCUS GROUP PRESENTATIONS



## **WAIVER AUTHORITY - A TOOL HOW DOES IT WORK?**

---

3/15/96  
AIR-1.1

- **WAIVERS CAN BE ANYTHING NOT BASED ON  
STATUTE OR LAW**
- **AIR-00 HAS WAIVER APPROVAL AUTHORITY AS  
DIRECTOR OF NAVAIR REINVENTION ACTIVITIES  
UNTIL 15 JUNE 96**
- **ASN IS CONSIDERING AN EXTENSION OF THIS  
DELEGATION FROM SECDEF FOR AN ADDITIONAL  
YEAR**



## REINVENTION LABORATORY WAIVER AUTHORITY

- **A REINVENTION LABORATORY IS AUTHORIZED TO WAIVE DoD, SECNAV, OPNAV, AND OTHER HIGH AUTHORITY REQUIREMENTS THAT ARE NOT BASED IN LAW OR DERIVED FROM OTHER SERVICES OR OTHER EXECUTIVE BRANCH AGENCY'S REGULATIONS.\***
- **NAVAIR HAS AUTHORITY TO DEVIATE FROM THE FEDERAL ACQUISITION REGULATION (FAR) AND / OR THE DEFENSE FEDERAL ACQUISITION SUPPLEMENT (DFARS) WHERE NECESSARY FOR REINVENTION OBJECTIVES, SUBJECT TO SOME RESTRICTIONS.**

\* DoD REQUIREMENT OF 30 DAYS NOTICE



## WAIVER EXAMPLES

---

- **ALLOW CONTRACTORS TO SELF-CERTIFY TO WALSH HEALY VERSUS EXPENDING GOVERNMENT RESOURCES** (NAWC-INDIANAPOLIS)
- **WAIVER TO NARSUP REGULATIONS FOR BANKCARD PURCHASES** (NAVAL ORDNANCE CENTER)
- **WAIVER TO NAVCOMP REGULATIONS WHICH DEFINES MINOR PROPERTY REQUIRING INVENTORY** (NAVAIR - PENDING)



## IMPLEMENTATION PLAN (FY96)

| ACTION  | DATE       |
|---|------------|
| PEO / PM FORUM (DCMC LAB PRESENTATIONS)             | 24 JAN     |
| PUBLICIZE REINVENTION LAB CAPABILITY BY AIR-01 MEMO | 1 FEB      |
| ESTABLISH WAIVER PROCESS                            | 9 FEB      |
| REINVENTION LAB ORIENTATION FOR COMPETENCIES & PEOs | NLT 29 FEB |
| MAJOR INITIATIVES AND TEAM STRATEGY IDENTIFIED      | 15 MAR     |
| LAUNCH TEAM INFORMATION STRATEGY                    | 15 MAR     |
| INTERIM REPORT OF ACCOMPLISHMENTS TO SECNAV         | 1 JUN      |



**// BACKUP SLIDES //**



# REINVENTION COMMITTEE CHARTER

